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EMPLOYMENT HISTORY

Harvard Business School

Assistant Professor of Business Administration, Organizational Behavior Unit *from 07/2019-present*

EDUCATION

Columbia Business School, Columbia University, M.Phil. and Ph.D. in Management *2019*
University of Cambridge, Judge Business School, M.Phil. in Innovation, Strategy, & Organization *2014*
University of St Andrews, M.A. in Management and Psychology *2013*

RESEARCH AND PUBLICATIONS

⁺ denotes student author. * denotes shared first authorship

Publications and Conditionally Accepted Articles in Refereed Journals

Frank, E., ⁺Krautter, K., Wu, W., & **Jachimowicz, J.M.** (in press) Riding the Passion Wave or Fighting to Stay Afloat? A Theory of Differentiated Passion Contagion. *Administrative Science Quarterly*.

He, J., **Jachimowicz, J.M.**, & Moore, C. (2024) Passion Penalizes Women and Advantages (Unexceptional) Men in High-Potential Settings. *Organization Science*.

Szaszi, B., ⁺Habibnia, H., ⁺Tan, J., Hauser, O. P., & **Jachimowicz, J.M.** (2024). Selective insensitivity to income held by the richest. *PNAS Nexus*, 3(9).

Bailey, E., ⁺Krautter, K., Wu, W., Galinsky, A.D., & **Jachimowicz, J.M.** (2024). A Potential Pitfall of Passion: Passion is Associated with Performance Overconfidence. *Social Psychological and Personality Science*, 15(7), 769-779.

⁺*Bredehorst, J., ⁺Krautter, K., Meuris, J., & ^{*}**Jachimowicz, J.M.** (2024). The Challenge of Maintaining Passion for Work Over Time: A Dynamic Perspective on Passion and Emotional Exhaustion. *Organization Science*, 35(1), 364-386.

⁺Krautter, K., ⁺Buechner, A., & **Jachimowicz, J.M.** (2023). Extraverts Reap Greater Social Rewards from Passion Because they Express Passion More Frequently and More Diversely. *Personality and Social Psychology Bulletin*.

⁺Kwon, M., Lee Cunningham, J., & **Jachimowicz, J.M.** (2023). Discerning Saints: Moralization of Intrinsic Motivation and Selective Prosociality at Work. *Academy of Management Journal*, 66(6), 1625-1650.

^{*}**Jachimowicz, J.M.**, ^{*}Davidai, S., ⁺Goya-Tochetto, D., Szaszi, B., Day, M.V., ⁺Tepper, S.J., Phillips, L.T., Mirza, M.U., Ordabayeva, N., Hauser, O.P. (2023). Inequality in Researchers' Minds: Four Guiding Questions for Studying Subjective Perceptions of Economic Inequality. *Journal of Economic Surveys*, 37(5), 1534-1561.

^{*}**Jachimowicz, J.M** & ^{*}Weisman, H. (2022). Divergence Between Employer and Employee Understandings of Passion: Theory and Implications for Future Research. *Research in Organizational Behavior*, 42, 100167.

⁺Wang, K., ⁺Bailey, E., & **Jachimowicz, J.M.** (2022). The Passionate Pygmalion Effect: Passionate employees attain better outcomes in part because of more preferential treatment by others. *Journal of Experimental Social Psychology*, *101*, 104345.

⁺Blesch, K., Hauser, O.P., **Jachimowicz, J.M.** (2022). Measuring Inequality Beyond the Gini Coefficient May Clarify Conflicting Findings. *Nature Human Behaviour*, *6*, 1525-1536.

Landis, B., **Jachimowicz, J.M.**, Wang, D., & Krause, R. (2022). Revisiting Extraversion and Leadership Emergence: A Social Network Churn Perspective. *Journal of Personality and Social Psychology*, *123*(4), 811–829.

Witte, M., Hensel, L., ... & **Jachimowicz, J.M.** (2022). Global Behaviors, Perceptions, and the Emergence of Social Norms at the Onset of the COVID-19 Pandemic. *Journal of Economic Behavior and Organization*, *193*, 473-496.

Jachimowicz, J.M. (2022). Embracing field studies as a tool for learning. *Nature Reviews Psychology*, *1*(5), 249-250.

Jachimowicz, J.M., Frey, E., Matz, S.C., Jeronimus, B.F., & Galinsky, A.D. (2022). The Sharp Spikes of Poverty: Financial Scarcity Is Related to Higher Levels of Distress Intensity in Daily Life. *Social Psychological and Personality Science*, *13*(8), 1187-1198.

Jachimowicz, J.M., Wihler, A., & Galinsky, A.D. (2021). My Boss' Passion Matters as Much as My Own: The Interpersonal Dynamics of Passion are a Critical Driver of Performance Evaluations. *Journal of Organizational Behavior*, *3*(9), 1496-1515.

*Gladstone, J.J., ***Jachimowicz, J.M.**, *Greenberg, A.E., & Galinsky, A.D. (2021). Financial Shame Spirals: How Shame Intensifies Financial Hardship. *Organizational Behavior and Human Decision Processes*, *167*, 42-56.

Anicich, E., **Jachimowicz, J.M.**, ⁺Osborne, M., & Phillips, L.T. (2021). Structuring Local Environments to Avoid Racial Diversity: Anxiety Drives Whites' Geographical and Institutional Self-Segregation Preferences. *Journal of Experimental Social Psychology*, *95*, 104117. Covered by Science Magazine as a notable paper.

***Jachimowicz, J.M.**, *Mo, R., Greenberg, A.E., Jeronimus, B.F., & Whillans, A.V. (2021). Income More Reliably Predicts Frequent than Intense Happiness. *Social Psychological and Personality Science*, *12*(7), 1294-1306.

⁺Götz, F., ⁺Gvirtz, A., Galinsky, A.D., & **Jachimowicz, J.M.** (2021) How Personality and Policy Predict Pandemic Behavior: Understanding Sheltering-in-Place in 55 Countries at the Onset of COVID-19. *American Psychologist*, *76*(1), 39-49.

***Jachimowicz, J.M.**, *Lee Cunningham, J., Staats, B., Gino, F., & Menges, J.I. (2021). Between Home and Work: Commuting as an Opportunity for Role Transitions. *Organization Science*, *32*(1), 64-85.

***Jachimowicz, J.M.**, *Gladstone, J.G., Berry, D., Kirkdale, C., Thornley, T., Galinsky, A.D. (2021). Making medications stick: improving medication adherence by highlighting the personal health costs of non-compliance. *Behavioural Public Policy*, *5*(3), 396-416.

***Jachimowicz, J.M.**, *Szaszi, B., Lukas, M., Smerdon, D., Prabhu, J., & Weber, E.U. (2020). Higher economic inequality intensifies the financial hardship of people living in poverty by fraying the community buffer. *Nature Human Behaviour*, 4, 702-712.

Jachimowicz, J.M., †Duncan, S., Weber, E.U., & Johnson, E.J. (2019). When and why defaults influence decisions: a meta-analysis of default effects. *Behavioural Public Policy*, 3(2), 159-186.

Jachimowicz, J.M., To, C., Agasi, S., Côté, S., & Galinsky, A.D. (2019). The gravitational pull of expressing passion: when and how expressing passion elicits status conferral and support from others. *Organizational Behavior and Human Decision Processes*, 153, 41-62.

Jachimowicz, J.M., Wihler, A., Bailey, E.R. & Galinsky, A.D. (2018). Why grit requires perseverance and passion to positively predict performance. *Proceedings of the National Academy of Sciences*. 115(40), 9980-9985.

***Jachimowicz, J.M.**, *Hauser, O., O'Brien, J., Sherman, E., & Galinsky, A.D. (2018). The critical role of second-order normative beliefs in predicting energy conservation. *Nature Human Behavior*, 2(10), 757-764.

Jachimowicz, J.M., Chafik, S., Munrat, S., Prabhu, J., & Weber, E.U. (2017). Community trust reduces myopic decisions of low-income individuals. *Proceedings of the National Academy of Sciences*. 114(21), 5401-5406.

Papers Under Review and in Revision

†Berry, Z., **Jachimowicz, J.M.**, & Lucas, B. People Overestimate How Harshly They Are Evaluated for Disengaging from Passion Pursuit. Resubmission under review at *Journal of Personality and Social Psychology*.

Phillips, L.T., Tepper, S., Goya-Tocchetto, D., Davidai, S., Ordabayeva, N., Mizra, M.U., Szaszi, B., Day, M., Hauser, O.P., & **Jachimowicz, J.M.** Inequality in people's minds: An integrative psychological framework of perceptions of economic inequality. Resubmission under review at *Personality and Social Psychology Review*.

Lupoli, M., **Jachimowicz, J.M.**, Brown, Z., Galinsky, A.D., & Brockner, J. Passion Gaps Create Ethical Cracks: Lacking Desired Passion Is Associated with Increased Unethical Pro-Organizational Behavior. Revise and Resubmit at *Organization Science*.

†Krautter, K., Wu, W., & **Jachimowicz, J.M.** Passionate to a Fault? The Curvilinear Relationship Between Passion for Work and Job Performance. Revise and Resubmit at *Organization Science*.

Jaroszewicz, A., Hauser, O.P., **Jachimowicz, J.M.**, & Jamison, J. How Effective Is (More) Money? Randomizing Unconditional Cash Transfer Amounts in the US. Under Review at *Nature Human Behaviour*.

†Gildehaus, J., †Berry, Z., †Krautter, K., & **Jachimowicz, J.M.** Unspoken Passions: How Perceived Deservingness Leads Employees to Underestimate Managerial Support for Non-Work Passions. Under Review at *Organization Science*.

†Murray, J., **Jachimowicz, J.M.**, & Schabram, K. Tying the Knot: How Officiants Tighten and Loosen Constraints to Craft Meaningful Weddings. Under review at *Administrative Science Quarterly*.

Papers in Preparation

*⁺Cao, Y., ⁺Krautter, K., Schabram, K., Wu, W., & ***Jachimowicz, J.M.** Calling-Oriented Employees Derive Increased Passion from Sporadic Negative Beneficiary Interactions. Revising for submission to *Academy of Management Journal*.

⁺Krautter, K., ⁺Berry, Z., ⁺Gorges, M., & **Jachimowicz, J.M.** Gender Inequalities in the Daily Pursuit of Passion. Revising for submission to *Organization Science*.

*Jaroszewicz, A., *Hauser, O.P., ***Jachimowicz, J.M.**, Bianchi, E., Haushofer, J., & Meier, S. Lack of evidence that cash transfers in the United States improve financial, psychological, health, and family outcomes. Revising for submission to *Proceedings of the National Academy of Sciences*.

Selected Practitioner-Oriented Articles

Bailey, E., ⁺Krautter, K., Wu, W., Galinsky, A.D., & **Jachimowicz, J.M.** Research: How Passion Can Backfire at Work. *Harvard Business Review* Digital Article, July 24, 2024.

⁺Krautter, K., ⁺Buechner, A., & **Jachimowicz, J.M.** Stop Assuming Introverts Aren't Passionate About Work. *Harvard Business Review* Digital Article, December 4, 2023.

⁺Kwon, M., Lee Cunningham, J., & **Jachimowicz, J.M.** Research: Your Love For Work May Alienate Your Colleagues. *Harvard Business Review* Digital Article, June 14, 2023.

⁺Bredhorst, J., ⁺Krautter, K., Meuris, J., & **Jachimowicz, J.M.** Don't Let Passion Lead to Burnout On Your Team. *Harvard Business Review* Digital Article, May 17, 2023.

Howe, L., **Jachimowicz, J.M.**, & Menges, J. I. To Retain Employees, Support Their Passions Outside Work. *Harvard Business Review* Digital Article, March 30, 2022.

⁺Berry, Z., & **Jachimowicz, J.M.** When Following Your Passion Turns Toxic. *Harvard Business Review* Digital Article, November 18, 2021.

Howe, L., **Jachimowicz, J.M.**, & Menges, J. I. Your Job Doesn't Have to Be Your Passion (June 2021). *Harvard Business Review* Digital Article, June 4, 2021.

Jachimowicz, J.M., ⁺He, J., & Arango, J. The Unexpected Benefits of Pursuing a Passion Outside of Work. *Harvard Business Review* Digital Article, November 19, 2019.

Jachimowicz, J.M. 3 Reasons It's So Hard to "Follow Your Passion." *Harvard Business Review* Digital Article, October 15, 2019.

Teaching and Course Development Materials

Jachimowicz, J.M., Wiltshire-Gordon, M., & Lefort, A. Giving Up on a Passion: Elizabeth Rowe at the Boston Symphony Orchestra. Harvard Business School case 425-037 (TBD) [18p].

Jachimowicz, J.M. & Lefort, A. Choosing the Course of Passion: Brooke Boyarsky Pratt at knownwell. Harvard Business School case 424-040 (May 2024) [19p].

Jachimowicz, J.M. A Manager's Introduction to Passion for Work. Harvard Business School technical note 424-071 (February 2024) [11p].

Jachimowicz, J.M., Migdal, A., & Hancock, N. Toby Norman: Is Passion Enough for Simprints to Thrive? Harvard Business School case 424-015 (August 2023, Rev. February 2024) [19p].

Jachimowicz, J.M. Toby Norman: Is Passion Enough for Simprints to Thrive? (TN). Harvard Business School teaching note 424-066 (February 2024) [21p].

Jachimowicz, J.M., & DeLong, T.J. Kwame Owusu-Kesse at the Harlem Children’s Zone. Harvard Business School case 422-020 (September 2021, Rev. November 2021) [16p].

Jachimowicz, J.M. Kwame Owusu-Kesse at the Harlem Children’s Zone (TN). Harvard Business School teaching note 423-042 (September 2022, Rev. September 2023) [16p].

Jachimowicz, J.M., & Gino, F. Sarah Robb O’Hagan: The Rocky Road of Passion, Harvard Business School case 422-055 (July 2021, Rev. September 2021) [11p].

Jachimowicz, J.M., & Gino, F. Sarah Robb O’Hagan: The Rocky Road of Passion (TN), Harvard Business School teaching note 423-034 (August 2022) [23p].

Awards, Honors, and Grants

- 2024 *Academy of Management Journal* Best Reviewer Award
- 2024 Thinkers50 Radar
- 2023 Rising Star Award, Association for Psychological Science
- 2021 Poets & Quants, Best 40 Under 40 Business School Professors
- 2020 Forbes 30 under 30 (DACH region)
- 2020 Capital Magazine 40 under 40
- 2019–2023 Family Independence Initiative (co-lead with Oliver Hauser; total amount: \$593,000)
- 2017-2019 Health Foundation (\$60,000)
- 2017 JDM Pre-Conference Student Paper Award, Society for Personality and Social Psychology
- 2017 DRRC Student Conference Travel Scholarship, SPSP Graduate Student Travel Grant
- 2016 Deming Foundation Grant
- 2013–2014 Economics and Social Research Council Scholarship, Kurt Hahn Trust Scholarship
- 2013 Miller Prize for Best Undergraduate Student in Graduating Class
- 2011–2018 German National Academic Merit Foundation (Studienstiftung)

Selected Presentations

- “Riding the Passion Wave or Fighting to Stay Afloat? A Theory of Differentiated Passion Contagion”
 - Invited Seminar, UC Berkeley Haas, Management of Organizations Seminar (October 2024)
 - Invited Seminar, Hong Kong University Business School (October 2024)
 - Academy of Management (August 2024)
- “From Pain to Passion: The Role of Negative Beneficiary Contact in the Maintenance of Passion over Time.”
 - Invited Seminar, UVA Darden, Organizational Behavior Seminar (April 2024)
 - May Meaning Meeting (May 2023)
 - Invited Seminar, Stanford Graduate School of Business, Organizational Behavior Seminar (April 2023)
 - Invited Seminar, UCLA Anderson, Behavioral Decision Research Group (April 2023)
 - Wharton OB Junior Faculty Conference (November 2022)
- “The Role of Self-Imposed Constraints in Meaningful Work.”
 - Wharton OB Junior Faculty Conference (November 2023)

“The Challenge of Maintaining Passion for Work Over Time: A Dynamic Perspective on Passion and Exhaustion”

Invited Seminar, WU Vienna (October 2022)
Academy of Management (August 2022)
POS Research Conference (June 2022)
Invited Seminar, UNC Kenan-Flagler (April 2022)
Invited Seminar, University of Exeter Business School (March 2022)
Behavioral Science and Policy Association (May 2021)
Society for Personality and Social Psychology (February 2021)

“Gender Inequalities in the Daily Pursuit of Passion”

Academy of Management (August 2022)
POS Research Conference (June 2022)

“Divergence Between Employee and Employer Understandings of Passion: Theory and Implications for Future Research”

May Meaning Meeting (May 2022)

“The Dynamic Nature of Passion: Understanding the Pursuit, Experience, and Perception of Passion”

Invited Seminar, Georgetown McDonough School of Business (November 2018)
Invited Seminar, Harvard Business School (November 2018)
Invited Seminar, Duke Fuqua School of Business (November 2018)
Invited Seminar, NYU Stern School of Business (October 2018)

Symposium Organizer & Presenter:

Research on Meaningful Work: Planting the Seeds for the Future. Academy of Management (August 2024)
Pitfalls and Inequalities Complicating the Pursuit of Passion. Academy of Management (August 2022)
Pursuing Passion: Why does It Propel and Hold People Back? Society for Personality and Social Psychology (February 2021)
Passion: The Key Ingredient for Success? Perspectives on Passion and Work in Management Research. Academy of Management (August 2019)
Passion for Work: Worthy Pursuit or Potential Pitfall? Academy of Management (August 2018)
Consequences, Perceptions and Pursuit of Work Passion Impact Employees and Their Organizations. Academy of Management (August 2017)
Antecedents, Consequences and Interpersonal Costs of Passion for Work. Society for the Study of Motivation (May 2017)
Passion: Buzzword or Theoretical Construct? Academy of Management (August 2016)

TEACHING

Harvard Business School

2024 Micro Topics in Organizational Behavior, PhD

- Rating: TBA

2019–2023 Leadership & Organizational Behavior (LEAD), MBA Required Curriculum (RC), fall

- Rating: 6.4/7 (2019), 6.8/7 (2020), 6.4/7 (2021), 6.5/7 (2023), 6.7/7 (2023)

2024 Senior Executive Leadership Program, Middle East (SELPME), Executive Education

2021-2024 Various custom Executive Education programs (e.g., Bacardi, athenahealth)

- 2022-2024 Summer Venture in Management Program, residential program for college juniors and seniors
 2021 QLC Executive Leaders Program, Executive Education
 2021, 2022 Bridges, RC (first-year MBA) capstone
 2020-2022 Developing Yourself as a Leader, Executive Education (Online)

Manhattan College

- 2018 Negotiations and Conflict Resolution, undergraduate (as Adjunct Professor)
- Rating: 4.9/5

PROFESSIONAL ACTIVITIES

Service to the Profession

- 2025- Co-Organizer, May Meaning Meeting
 2025- Co-Organizer, SPSP Pre-Conference on Meaning in Life and Work
 2023- Co-Organizer, Meaning Micro-Community Gathering at AOM
 2022- Co-Organizer, Monthly Micro-OB Paper Workshop for Boston Junior Faculty (JUMANJI)
 2021- Editorial Review Board, *Academy of Management Journal*
 2021-2023 Special Issue Associate Editor, Academy of Management Discoveries
 2021- INFORMS Organization Science Dissertation Proposal Reviewer
 2020 Co-Organizer, Behavioral Insights Group Doctoral Conference

Ad-hoc reviewing: *Science, Organization Science, Proceedings of the National Academy of Sciences, Journal of Personality and Social Psychology, Psychological Science, Organizational Behavior and Human Decision Processes, Journal of Experimental Social Psychology, Perspectives in Psychological Science, Swiss National Science Foundation & others*

Service to Harvard Business School

- 2021- Various presentations to internal and external stakeholders (e.g., HBS Global Advisory Board, 10/15-Year Alumni Reunion, Satya Nadella HBS visit, HBS Social Enterprise Initiative, etc)
 2021, 2022 Faculty Recruiting Committee, Harvard Business School
 2019- PhD student advising
 Zach Berry (external committee member; currently: Assistant Professor, USC Marshall School of Business)
 Megan Gorges (5th year, OB Unit, Harvard Business School, primary advisor)
 Justine Murray (4th year, OB Unit, Harvard Business School, primary advisor)
 Yajun Cao (3rd year, OB Unit, Harvard Business School, secondary advisor)
 Kai Krautter (2nd year, OB Unit, Harvard Business School, primary advisor)
 2019- Research assistant advising:
 Jelena Gildehaus (placement: TBA)
 Kristin Blesch (placement: PhD program, University of Bremen)
 Joy Bredehorst (placement: PhD program, University of Cologne)
 Hooman Habibnia (placement: PhD program, WU Vienna)
 Josephine Tan (placement: PhD program, Stanford Graduate School of Business)

Selected Media Coverage

- “Is Your Workplace Biased Against Introverts?” *Harvard Business School Working Knowledge*, February 16, 2024.
 “‘Follow your passion’ is a recipe for being exploited at work.” *LA Times*, May 13, 2023.
 “The pitfalls of loving your job a little too much.” *The Economist*, February 9, 2023.
 “Passion at work is a good thing—but only if bosses know how to manage It.” *Harvard Business School Working Knowledge*, January 24, 2023.

“Extroverts Often Become Leaders. But They Face a Challenge in Staying Leaders.” *Wall Street Journal*, May 5, 2022

“Why so many workers have lost interest in their jobs.” *BBC*, February 28, 2022.

“When your passion works against you.” *Harvard Business School Working Knowledge*, November 25, 2019.

“Take these 5 things into consideration when you’re trying to find your calling.” *Fast Company*, October 1, 2019.